B. 314

App. F. IX-4

TV

1944-45 (S.D.A)

File No. 145-44

Serial Nos. 1—5

Previous References.
A 8-43-23, 26, 27
A 8-43 — 18, 22

PRESERVED

Later References.
C25-44 — (14, —28)
A64 — 42 — 1—4

GENERAL AND REVENUE SECRETARIAT

Serial Nos. fine

P.46 E

Part B for July 45

SUBJECT

Pay and allowances of the officials of the Food Department

Notes:— P1 —, 20
Corr:— P1 —16

To. The D. F.S. in Mysore
D.C's of Dists
C.R.O. Mysore
Comptr. Bhar F.D.

G.O. S.D 8360-72/ A 145-44-5 dt 2.7.45

Permits to draw the salaries of the posts according to M.S.R. to be given effect to from 1.7.44

Re: Pay and allowances to the officials in the Food department

Continuation Sheet. File No. / Current No. A 145 of 44 Page.

Letter no C1-14/44-45 dated the 11th November 1944 from the Director of Food Supplies requesting that the orders passed on 27-5-1944 and 25-9-1944 regarding the fixation of salary of the officials of the department may be reconsidered and suggesting fresh proposals.

1) In view of the doubts raised by the Audit department in the matter of the application of the G.O's dated 27.5.1944 and 25.9.44 and in the circumstances detailed in his present letter the Director of Food Supplies requests a clarification of the following points:—

i) Re: interpretation of Para (2) of G.O. dated 25.9.1944. (M)

The Director requests that a clarification may be made to mean unequivocally that all officials who drew salary prior to the 27th May, 1944 at rates higher than the rates sanctioned in para (1) of G.O. dated 25.9.44 should be continued undisturbed even after the 27th May, 1944.

ii) Clarification to the effect that if an official drew in the department a higher

* Flag M. + N

1) G.O No Sd. 8117-20 A8-43-22 dated 27.5.44 (M)

ii) G.O No dy.C.34-47 A8-43-27 dated the 25.9.44 (N)

rate of emoluments at any day prior to 27th May, 1944, such higher rate of emoluments should be continued to him.

2) He also requests sanction for/are of the following proposals in regularisation of the G.O.'s (i) dated 27.5.'44 (Flag M) and (ii) dated 25.9.'44 (Flag N) already passed in the matter of the Salaries of Officials in the Food Department, Viz:—

a) "On recruitment to this department every official already in service to be given the pay or salary that he was obtaining prior to such recruitment, plus 20 per cent of such pay or salary as deputation allowance. When, due to his merit or capacity, he is promoted to a higher vacancy, he should get the pay of the post to which he is so promoted and if the official is not useful or capable, he will be reverted to his original department

Or

b) "Every official immediately on appointment in this department to be given a deputation allowance of 20 per cent of his pay or salary in the original department which will be the basic pay of the officia

2788 Re: Pay and allowances of the officials in the Food Dy

(Linked 2066)

Continuation Sheet. File No. / Current No. A 145 of 44 Page.

in this department, and on promotion to any vacancy in this department, he should be given according to M.S.R. an addition to his basic pay 20 per cent of the pay of the post against which he is appointed. As regards the officials who were already in service in this department prior to the G.O. of 27.5.1944, the basic pay of such officials will be the pay they were actually drawing in the Department prior to that date.

3) The points for clarification noted in Para 1 as also the fresh proposals of the D.F.S. noted in para 2 above are for orders. The financial Secretary may be consulted thereon.

4) Yes. 23/12. Clarification as requested in paras 2 and 3 of the Note may be made. In view of the arduous nature of work in the Food Department and as an incentive to good work the proposal of the Director as noted at 2 (a) supra

(The file bearing Dy No. 2066 relating to the allowance to Mr K.H. Hanumanthan clerk, Stenographer Special Pay is linked herein)

C. F. 691

Continuation Sheet.

File No. / Current No. A 145 of 44

Pay and allowances to the officials in the Food Department.

Page.

May be sanctioned.

Dir. Secy.

Dir 23/11

As regards clarification, what is stated at A in para 2 & B in para 3 of the letter seems to be the correct interpretation of the G.O.

As regards the present proposals, it is simply a question of cost. Please see para 20 in file No. A 8-43-27 placed below. There seems, therefore, no need to reconsider the orders already issued, but any cases of hardship may be brought to the notice of Govt. for redress.

Ce 27/11

Hon. Secy.
Hon.
F.D. Dir

1) I understand that in the office of the Controller of Civil Supplies & other offices of a temporary nature the above rule viz that the pay of an official borrowed from another dept should be limited to his pay + 20% is not followed.

2) I would be glad if the Comptroller would kindly intimate to me the procedure followed in fixing the pay of officials having a permanent job in one office ~~officiating or choosing area~~ appointed to temporary posts in a department which itself is temporary or to temporary posts in a permanent dept the posts being continued for limited period or till the war lasts

Compt'r's.

B 3/12

COMPTROLLER'S OFFICE
DEC 1944
387
SPECIAL SECTION

487/Spl
646/Spl. 19.1.45.

FINANCE 9/11/45

Returned with compliments.

9) I agree that it is necessary to have a uniform rule as -- regards extra emoluments to be allowed to the officials in all the War-time temporary appointments, though the establishments sanctioned for the Civil Supplies and other Departments are very small, compared to the establishments in the Food Supply - - - Department.

2. As regards the principle to be followed in allowing the -- emoluments, I wish to emphasise that the ordinary rules of allowing full pay to temporary appointments do not apply in these -- cases. Temporary posts are usually attached to existing cadres and usually the next official in the department entitled to be - promoted, gets the benefit of the temporary post. There will be no room usually for heart-burn among officials in service, as the next -- senior hand gets the promotion and there will be no occasion for unduly rapid promotions to a few officials. In the Food Supply Department, due to the need for engaging a large staff and allowing promotions to those already acquainted with Food Supply - - work, though their acquaintance is only for a short period, very rapid promotions take place to the large number of higher grade - appointments available. The high emoluments thus obtainable -- will be very much higher than the emoluments they could have got in their parent departments. The principle of promotion according to seniority in the parent departments can not also be kept - up. It will be a very unhealthy rule if the conditions of - - - service in a temporary War time department like this, are made - so much more attractive than in all the other substantive - - - departments of Government.

3. It is for this reason I take it, that Government, while -- sanctioning the large staff required for the August 43 Scheme - and other establishments, making up about 75 per cent of the -- total establishment charges of the Food Supply Department, - - - specifically allowed only 20 per cent extra over the emoluments in the parent department as a maximum to be drawn. This rule -- has now been made uniform, allowing a benefit for promotions - - also.

P.T.O.

12) 4. The Auditor and Accounting Officer has worked out the excess expenditure involved in the two alternative proposals of the Director of Food Supply and he explains that much time was taken to find out the extra emoluments under the second proposal as the number of promotion cases had to be estimated. The delay in putting up this reply is due to this. Even - - - according to the reduced scale of establishment sanctioned for the acquisition of the New Harvest of 1944-45, the extra - - - expenditure is very heavy, being under alternative (a) - - - - Rs. 1,45,192/- and under alternative (b) Rs. ~~1,04,643~~ 1,04,643/- per annum.

V. Appx 26-3 pp wd file. Ans 29/6. 13) 5. The question has already been discussed at length. I would therefore submit that, as stated by the Secretary to Government, Development Department (Supplies), there is no need to revise the orders already passed after much consideration.

14) 6. If however Government consider that further special - - - benefits are necessary for the officials of the Food Supply Department, I would favour the second proposal of the Director on account of its less cost and as it reduces inequalities to some extent. This proposal was made originally by the previous Director of Food Supplies in his letter No. 10098/Spl. dated ~~8/~~ 8/10th April 1944.

15) 7. In this case, I would also suggest the new rule being made uniformly applicable to all War time temporary establishments.

19/1/45

M Shamanna
Comptroller.
18.1.45

BTS/

D 2788/376

Continuation Sheet. File No. 2037/FL. Current No. of Page.

16) These papers relate to the initial pay to be given to officials appointed in the Food Department who were transferred from other Departments. As the original proposals relating to these were made by me as Director of Food Supplies and my views in this matter have already been recorded in paras 10 to 13, vide flag "T", file No.A8-43 Sls. 23-27 of 43-44, I find it rather declicate to note again in this matter. I would therefore be obliged if the Special Finance Officer favours me with his views.

SUPPLY SECRETARIAT
22 FEB 1945
D. No. 2788/c

Spl Fin Offr WC

B
30/1

For Disposal by Circulation.

No. C. 708

.....of 1944-45.

GENERAL AND REVENUE SECRETARIAT

COUNCIL MATTER

Subject:—

Proposal to regulate the salaries of the subordinate executive and ministerial staff of the Food Supplies Department.

Circulated to the Council of Ministers.

By Order,

Veerayanathan
Chief Secretary to Government.

.....9th March..... 1945.

9/3/45

Minister for Revenue & Law.

Minister for Public Works & Industries.

Minister for Local Self-Government & Public Health.

6545
9.3.45

Minister for Food & Civil Supplies. (Seen)

PART 1915 GOVT. GB

Circulation

WP 1/3/45

...d letter a ...ation on 9/3/45.

...letter a ...ation memo WP 9/3/45

...45.

...45

22) [illegible] ...

23) I have discussed this question again with the Financial Secretary and the Special Finance Officer, Mr. Subrahmanyam. Under the Service Regulations, even new (and inexperienced) entrants could draw the salaries attached to the temporary posts and it would be a hardship to deny these to experienced officials who have been specially selected to fill these temporary posts. There is also no question of "extra" cost as the posts are sanctioned. The proposal of the Special Finance Officer, besides leading to complications, might put a premium on transfers and might have the effect of depriving the areas of the services of people who have experience of the locality local conditions.

24) The officials employed to the posts have in most Districts already been drawing the salaries of the posts under the Service Regulations and it wc create a great deal of hardship and discontent to deny them the salaries of the attadhed posts and reduce them now.

25) It is true that in some cases the jumps have been rather high. The Director of Food Supplies has been asked to re-examine these appointments and make suitable re-adjustments --by posting more senior men where possible and see

that the disparity between their substantive pay and the pay of the temporary posts is not too wide. A report of the action taken in this direction will be called for and examined [redacted] in consultation with the Financial Secretary.

16/4/45

Dewan
through
Financial Secretary and
Special Finance Officer.

(6) The point raised in the Special Finance Officer's note of the 26th instant, viz., that a large part of the District Staff are not drawing the salaries of the posts that they are entitled to draw under the M.S.R., was discussed at the Deputy Commissioners' meeting yesterday, when the Director of Food Supplies, the Additional Director of Food Supplies, the Development Secretary and the Financial Secretary were present. The Auditor, Food Supplies, was also present. From what the Deputy Commissioners said, it seemed that the only portion of the District Staff that had been denied the benefit of the M.S.R. were the Special Taluk Sheristadars and the Special Revenue Inspectors, referred to in the Government Order dated 2nd August 1943, and that with regard to the rest, the conditions varied from district to district.

Continuation Sheet. Current No.

27) The Director of Food Supplies and the Deputy Commissioners pointed out --and I agree with them-- that it would not be fair to make any distinction between one set of executive staff and another set both engaged in food procurement and distribution operations. At present, Depot-keepers and clerical staff engaged on the procurement side get the benefit of the temporary salaries attached to the post, while Special Sheristadars and Revenue Inspectors, who have actually to bear the brunt of the work, are denied this benefit; executive as well as ministerial establishment engaged in administration and distribution, in the D.F.S.'s Office and in the districts, get the benefit of the M.S.R., while certain Ration Officers and the officials originally of the Special Officer, Food Department, are denied the benefit. I feel convinced, --and the Financial Secretary expressed himself as in agreement with this principle,-- that we should allow every employee who is selected and appointed to these temporary posts, the full salary of the post to which in any case he is entitled under the M.S.R.; and that it would be unfair to deprive him of this benefit ~~under~~ by any new formula,— (vide my note dated 16th April 1945). The Financial Secretary has also agreed that there is no question of "extra" cost, as the salaries of the posts have been fixed with reference to the responsibilities thereof and have also been sanctioned or provided for. As stated in the last paragraph of my note referred to above, the D.F.S. has been asked to re-examine the appointments and make necessary re-adjustments in the few cases where the jumps appear to be ~~rather~~ high, and to submit a report of the action taken in this direction, for

2788
9-5-5015.

Re: Fixation of Salary of the subordinate staff in the Food Office, Delhi.

Continuation Sheet. File No. Current No. A 1145-D 44. Page. Repre

examination in consultation with the Financial Secretary. In the circumstances, and considering the importance and arduousness of the work done by these officials under conditions of great stress and difficulty, all the officials may be allowed to draw the salaries of the posts, according to the I.S.E., without further delay. This will secure both uniformity and contentment.

Secretariat
MAY 1945
No. 8210

DEPARTMENTAL OFFICE
MAY 1945

29/5

2) Noted
31/5/45

31/5

31/5.

On merged with file N

29) The file has not been circulated to the Council as ordered by the Dewan in para 21 supra. Whenever a Govt. in terms of the decision taken in para 27-28 may be issued more ~~~~ for ~~~~ orders.

30) The date from which the Salary of the posts (as now decided) may be given to the officials of the Food department is also for Consideration

Fixation of the salary of pubo-ornale plaft in the Food Dept.

In view of the observation at A at page 27, that there is no question of extra cost if the Order is for one year only but has to be Circulated.

2) Whether the Order may be given effect to from the date on which the Officials Concerned joined the Food Supplies Dept. is for consideration.

Dev. Secy) 11/5 1/6.

In the circumstances this need not perhaps be treated as a Council matter.

3. This is for orders.

Secy
Dy Secy
Ch. Sec
Fin. Sec

Ca 12/

WD
13/6/45
Ca
13/6

4) I do not think 'A' need be agreed to except in those cases where the officials were drawing the allowance and were made to revert as per the Go of 27.5.44

5) The Go may have effect in all other Cases from the date of the order. X

B
18/6
Ca
18/6

6) Discussed with the member.
The Go may be given effect to from 1.7.44.

B
23/6

7) WD 23/6

8) 25/6/45

WD 02139—GPB—20,000—26-2-45

Continuation Sheet. File No. / Current No.

H. Secy. has agreed
Draft & fair put up
JJR
30/6

To

Sd/- 360 Rs/- as 5-4-6 £ 30.9.4

Rs/- as all [illegible] in the
[illegible] may be allowed to draw the
[illegible] of the posts according to the M.S.R
with effect from 1-7-1944.

D/f letter to D.F.S. is submitted
Draft as per
may be approved.
Dy Secy 4/7

Re: fixation of salary of the coordinate staff in the ~~Food Dept~~

5018

A 145-44

To The D. F. S.

SD 197/A145-44-5 dt 10-7-45.

Requests him to examine all the cases where the pumps in salaries have been high and make necessary readjustments by posting more senior men wherever possible and calls for the report of action taken in this direction.

Sub A
12/7.

B
ler 18/7

Re: Pay and allowances of officials of the Food Le

Continuation Sheet. File No. / Current No. A 145 of 44 Page.

Letter no C1-14/ dated the 2nd January 1945, f the Director of Food Supplies, N that officials of the Food departm may be permitted to draw the pa the posts to which they are appointed from time to time.

In the circumsta explained in his letter, the D requests that the following G.O. prescribing the grant of a dep allowance of Rs. 4/- p.m. to the Mos pay a salary to the officials of the department may be specially and that these officials may permitted to draw the pay posts to which they are appo from time to time :—

(i) G.O. no Ld. S 117-20/48 Dated the 27.5.'44

(ii) G.O. no Ld. C. 34-47/48 Dated the 25.5.'4

The revised proposals regarding the pay and allowa of the officials of the Food D submitted by the D.F.S. in h letter dated 10/11-5-44 refer in the P.D. are under exami separately. The file on this

C. F. 69]

Re: Pay and allowances to Ist Special grade Food Supplies depn

Continuation Sheet. 3763 File No. / Current No. A 145 of 44 Page.

was sent to Mil. Financial Secy on 28. XI. 1944.

If approved, this reference will be sent to the Financial Branch in Continuation. Thanks.

Secy 6/12

Secy 11/1

Mil 11/1

F (Branch)

The file has been referred to the Comptroller on 2/12/44 with this office U.O. No. 2712 >

Mary Miss Lee returned to Ad: Secty with this information. The return of the main file may be awaited.

MGA 11/1/45

Pg 11.1.45

Please remind Comptr

CPO 12/1

Subd. with a draft reminder.

Mam 13/1

Pg 13.1

CPO 13/1

Reminder No. 3 on No. 2712 dt. 45 to the Comptroller.

for orders whether this file may be returned to Administrative Secty.

Mam 16/1

Pg 16/1/45

(This may be put up with the main file on return)

For perusal of Director's letter

CPO 16/1

FMSec 16/1

CONTROLLER 19 Jan 45

The comptroller is requested to return the above file with his remarks immediately.

By Nasha Chandra

3763

Continuation Sheet. File No. / Current No.

U.O.No. 489-A/Spl. 19-1-1945.

Returned with compliments together with the main file with my remarks.

M Shamanna

Comptroller.

SHD 19/1

C. F. No. 45]

GOVERNMENT OF MYSORE

A145 44-1

Telegraphic

No. C1-11254-45.
Encls.

OFFICE OF
The Director of Food Supplies
in Mysore, Bangalore.

Date 10th November 1944.

To

The Secretary to Government of Mysore,
Development Department (Supplies), Bangalore.

Subject:-Pay and allowances to the staff recruited to the Food Supplies Department.

I have the honour to invite your kind attention to Government Order No.SD.8117-20/A.8-43-22 dated 27-5-1944 and to correspondence ending with Government Order No.SD.C.34-47/A.8-43-27 dated 25-9-44, in the matter of regulating the mode of calculation of the salary of the staff recruited to the Food Supplies Department and to bring to the notice of Government certain difficulties which exist even after the receipt of this Government Order. I have examined the question in detail and have discussed the question with the Officers of the Department recently.

2. The application of this Government Order in the first place had been narrowly interpreted again by the Accounts Department - especially in regard to para (2) of the Government Order. It was interpreted that the effect of the Government Order was that all salary drawn by the officials already in the department prior to 27th May 1944, would not be retrenched in the light of the order, but such salaries drawn prior to 27th May 1944 would not be continued at those rates hereafter. This, I beg to submit to Government, is not apparently the intention of Government. A clarification of this point to mean unequivocally that all officials who drew salary prior to 27th May 1944 at rates higher than the rates now sanctioned in para (1) of the Government Order of the 25th September 1944, should be continued undisturbed even after the 27th May 1944, may kindly be made.

3. Another narrow interpretation was that any official who did not draw a particular rate of salary on the 27th May 1944, would not

be allowed to reap the benefits of this order and that even if he should have drawn ~~the~~ leave & such salary a day prior to the 27th May 1944, because an audit objection had been taken that day, would not have the benefits of the Government Order viz., drawing such rates of salary subsequently. This also has to be clarified,. I consider the intention of Government was that, if an official drew in the Department a higher rate of emoluments on any day prior to 27th May 1944. such higher rate of emoluments should be continued to him.

4. As proposed in my letter dated 9th August 1944, recommending that the ordinary rules of Mysore Service Regulations may be applied, etc., I feel that it would be best in the interests of the smooth working of the Department and to safeguard against any dislocation of work, that the original proposals may kindly be sanctioned. From what I could gather from the Audit and Accounts Officer who was also present at the meeting of Officers of this Department, when this question was discussed there seems to be an objection to give two kinds of allowances for what is considered to be the same work. I consider that this aspect of the proposals sent by this office has not been clearly understood by the Audit Department. The two kinds of allowances are quite distinct from one another--one is the Acting Allowance which an officer or official draws when he acts in a higher vacancy for the reason that he takes up a higher ~~vacancy for the reason that he takes up a higher~~ responsibility or a greater amount of work. This is according to the ordinary rules of Mysore Service Regulations and this should naturally be granted as a matter of course. This point has been accepted by Government in their order of the 25th September 1944. With regard to the deputation allowance of 20 percent, the Government

Government order allows that all officials in service who are appointed in the Food Department will draw their salary plus 20 per cent of their pay or salary, as deputation allowance, but according to the Government Order the moment they are appointed against a higher vacancy they lose this 20 per cent deputation allowance and get only acting allowance. This means very little increase and absolutely no incentive at all for any official to act in a higher vacancy. I quote below one or two cases to show how in actual working, and the Government Order gives little or no benefit, and promotions become only nominal:-

An Official who draws a permanent pay of Rs.60/- in his permanent Department was in the first instance, appointed in the Food Supplies Department on a pay of Rs.70/-. After working for nearly one year and in view of the very arduous nature of the work and increased responsibilities, he was promoted to Rs.80/-. This was prior to 27th May 1944, the date of the first Government Order. According to the second Government Order, if this official is promoted to a higher pay, he will then be entitled to his pay in the permanent department, plus an acting allowance of 20 per cent of the pay of the post against which he is appointed. Supposing, he is promoted to a post on Rs.90/-, he will be entitled to only Rs.60/- plus Rs.18/- (1/5th of 90) or Rs.78/- which is even less than what he was drawing previously. Even supposing he is appointed to a place on Rs.100/-, he will be entitled to only Rs.60/- plus 20/- or Rs.80/- which he has already been drawing. Thus further promotions to this official are only nominal and the Government Order bars all chances of increase in emoluments. It need hardly be pointed out that in an emergency department of this kind, such a state of affairs is not conducive to the

the efficiency of the working of the Department.

5. I therefore consider that the original proposals of this office, viz., to give the officials the pay of the posts to which they are appointed when they are promoted is the best: and, in the alternative they may be given the deputation allowance of 20 per cent as soon as they enter the Department--which, along with their permanent pay, will be the basic pay so long as they are in this Department--plus 20 per cent of the pay of the post to which they may be posted as acting in the usual course according to merit, capacity etc., as and when vacancies arise, subject to the maximum pay of the appointment to which they are promoted.

6. I believe I have distinguished between the need for two kinds of allowances--the acting allowance as stated above, what one usually should obtain when he is promoted to a higher vacancy in any Department, and the other, the deputation allowance which must also be given if we should attract really capable officials from the other departments for work in this department. Very often, officials are drawn from mofussil areas where the cost of living is cheap and if they are to move to costly places like District Headquarters, especially, Bangalore City, some inducement in the form of increase in emoluments must be shown, as otherwise it is very difficult for them to manage with the nominal and very slight increase in their emoluments which they obtain under the present Government Order. The work in this department is also of a very responsible nature and almost every paper is urgent. Most of the work is of an original kind and considerable initiative is necessary on the part of the officials also. There are no ~~procedure~~ precedents, codes or manuals to guide them. They have to work in the office for more than ten to twelve hours a day and they work

work also on all holidays. Very often they have to carry work home, which may remain over even after additional hours of work in the office as it is absolutely necessary to keep the work up-to-date. At present, there is ~~on the one hand~~, a strong desire on the part of most of the officials to get back to the original departments where work is admittedly easier and lighter and, if they should get back to their original places, there can be no doubt that the cost of living is considerably cheaper in those mofussils than in places like Bangalore City. But it would be extremely inadvisable at this stage to lose the services of these officials who have had considerable experience in this department and to bring in their places, other officials who will have to be trained again to acquire a working knowledge before they may be of any use at all. It may also be added that as a corollary to the desire of the officials in the department ~~wishing~~ to get back, it has been observed that there has been very great reluctance on the part of officials of other departments to come to the Food Department at present.

7. In the interests of the Department and in order to adequately compensate this band of officials who have been chosen from various departments because of their merit, I consider that the emoluments given to them hardly compensate the extra work expected out of them and it is not sufficient incentive or inducement to keep them on here. I may also say that most of these officials are drawn from the Revenue Department which is the Department with the largest establishment in the State. Promotions in the Revenue Department are few and far between, and unless they get their promotions in their own departments, and their substantive pay increases in that Department, very little benefit will accrue to them in the Food Department. I may also add that it is only reasonable that any increase in the emoluments in this Department should be based on the work and

and worth of the official in this Department and not on what he would get in the normal course of events in his own Department.

8. I therefore request that the orders of Government may kindly be reconsidered and that one of the two following proposals may kindly be sanctioned:-

(a) On recruitment to this Department, every official already in service to be given the pay or salary that he was obtaining prior to such recruitment, plus 20 per cent of such pay or salary as deputation allowance. When, due to his merit or capacity, he is promoted to a higher vacancy, he should get the pay of the post to which he is so promoted and if the official is not found useful or capable, he will be reverted to his original Department

Or

(b) Every official immediately on appointment in this Department to be given a deputation allowance of 20 per cent of his pay or salary in the original department, which will be the basic pay of the official in this department and, on promotion to any vacancy in this Department, he should be given according to Mysore Service Regulations in addition to this basic pay, 20 per cent of the pay of the post against which he is appointed. As regards the officials who were already in service in this Department prior to the Government Order of 27th May 1944, the basic pay of such officials will be the pay they were actually drawing in the department prior to that date.

9. I may add that I had an informal discussion with the present Financial Secretary to Government in the matter before submitting these proposals.

10. I request immediate orders of Government in the matter.

10. I request ~~kkxk~~ immediate orders of Government in the matter.

I have the honour to be
Sir,
Your most obedient servant,

10/11

Director of Food Supplies.

VKR.3.

C. F. No. 45]

GOVERNMENT OF MYSORE

Telegram / phone

OFFICE OF
the Director of Food Supplies
in Mysore, Bangalore,

No. C1-14/44-45
Encls.

Date 2nd January 1945.

To

The Secretary to the Government of Mysore,
Development Department (Supplies),
Bangalore.

Sir,

Subject:- Pay and allowances to the staff recruited to the Food Supplies Department.

In continuation of this office letter of even number dated 10th/11th November 1944 bringing to the notice of Government, certain difficulties consequent on the interpretation and application of the marginally noted Government orders in the matter of regulating the mode of calculation of the salary of the staff recruited to the Food Supplies Department,

1. SD.8117-20/A.8-42-22 dated 27th May 1944.
2. SD.C.34-47/A.8-43-27 dated 25th Septr. 1944.

I have the honour to state that at a meeting of the local Officers of this Department held on 22nd December 1944, it was represented that the principle enunciated in the Government orders referred to above has undermined the morale of the staff of the Department and given rise to universal discontent among them. As all prospects of promotion in the Department are barred, the enthusiasm of the officials is damped and several of them are endeavouring to get back to the Departments from which they were recruited. Further, as the prospects in this department are no longer sufficiently attractive, officials of other departments and even candidates without employment are hesitating to take up employment in this Department where work is of a worrying nature and more than ordinarily strenuous. As a result of this, it has become extremely difficult to find suitable men for vacancies arising in the several offices and delay and dislocation of work seem almost inevitable under such conditions.

2. In order to provide a sufficient incentive to the existing staff and to induce capable officials of other departments to take up appointments in this Department and to ensure expeditious and efficient despatch of work which is of an emergent nature, I am strongly of opinion that the 20% rule prescribed in the Government orders referred

p. t. o.

FF.2335 Stock

Government of Mysore.

No.CF-14/44-45 Office of the Director of Food Supplies in Mysore, Bangalore. 12th Feb.1945.

To

The Secretary to Government,
Development Department (Food Supplies),
Bangalore.

Sir,

Subject: Pay and Allowances to the staff recruited to the Food Supplies Department.

In continuation of correspondence ending with my letter of even No. dated 2nd January 1945 on the above subject, I have the honour to forward herewith a copy of letter No.F3-PR.66/44 dated 13th January 1945 from the Deputy Commissioner, Hassan District urging that the officials of other Departments drafted to the Food Supplies Department may be allowed to draw the full pay of the appointments to which they are posted, and to request you to kindly obtain early sanction of Government to the same.

I have the honour to be,
Sir,
Your most obedient servant,

Director of Food Supplies.

BSG/3

no 3763)

The main file on this subject was sent to the Financial Secy on 11.1.1945. This reference will, if agreed, be sent to him in continuation.

Letter No.F3-PR.66/44 dated 13th January 1945; from the Deputy Commissioner, Bangalore Hassan District, to the Director of Food Supplies in Mysore, Bangalore.

Sub: Regarding drawing of full pay of the posts of the Food Department to the officials appointed.

- -

I have the honour to state that Auditor and Accounting Officer, Food Supplies Department, Bangalore, has forwarded the objection slip No.59/FSD. dated 29-11-1944 for the recovery of the amount from certain officials of the Food Section stating that they are entitled to only to their original pay or salary plus 20% of deputation allowance thereof from 27-5-1944, i.e., the date of Government order No.SD.8117-20/A.S. 43-32.

2. The posts sanctioned in the Food Department are purely temporary and the officials of the Revenue Department were appointed to the posts and allowed to draw the full minimum pay of the post to which they are appointed since no one holds a lien on these appointments. The recovery of the amount as per objection slip of the Auditor and Accounting Officer works as a great hardship to the officials.

3. Since the appointments of the Food Department are temporary and the full pay of the appointments is available I request that the officials appointed may be allowed to ~~xxx~~ draw the full minimum of the posts to which they are appointed.

4. I request your kind sanction for drawing the full pay of the appointments to which they are appointed as the work in the Food Section is very heavy.

- Copy-

G. N. Pallegar

for ~~Director of~~ Food Supplies.

19/2

"CONFIDENTIAL." A-145-44-3

GOVERNMENT OF MYSORE.

Office of the Director of Food Supplies
in Mysore, Bangalore,
Dated, the 2nd March, 1945.

No.C1.14/44-45.

Enc: nil

3

SUPPLY SECRETARIAT
5 MAR 1945

To

The Secretary to Government,
Development Department (Food Supplies),
B a n g a l o r e.

D. No. 5015/1

SECY DEV DEPT
3 MAR 1945

Sir,

Subject: Pay and allowances to the staff recruited to the Food Supplies Department.

--

I have the honour to invite your kind reference to this office letter of even number dated 11th November 1944, on the above subject, and subsequent letter dated 2nd January 1945, requesting for a reconsideration of the Government Order dated 25th September 1944 and for the sanction of the proposals made and to state as follows:--

2. After the receipt of the Government Order dated 25th September 1944, determining the scale of allowances admissible for officials of the Food Supply Department, the strength of this office and other subordinate offices is gradually thinning out. In my office alone, there are at present 9 vacancies which could not be filled up owing to the unwillingness of officials of other departments to take up service in the Food Department while candidates of the Central Recruitment Board list appointed for the vacancies have shown no inclination to take up service here and have not joined duty. The result of this has been that the work of the Office has suffered considerably.

3. Owing to the abnormal cost of living in Bangalore and the inadequate additional allowances admissible under the Government Order referred to above, the officials of other departments both local and moffusil are reluctant to take up service in the Food Supply Department where the work is admittedly onerous. The application of the Government Order has also made it impossible to order any promotions to the officials of the Department itself, as the allowances admissible in most cases will not be more than what they are actually drawing at present as a resu of the restricted scope of the Government Order, referred to

to above. What is more serious is that officials of this Department have been seeking reversions to their permanent departments and I need hardly say that this is the direct result of the limited scope for promotions in this Department.

4. Unless, therefore, service in the Food Department is made more attractive than at present, I am afraid there is no prospect of the existing vacancies being filled up either in my office or in the subordinate offices and it is not unlikely that the officials of this Department who have acquired experience of the working of the Department will try to get back to their own departments, particularly when the latter departments such as the Insurance Department, etc., are only too eager to have their own officials for service in their departments.

5. In the circumstances, I request that the Government Order of 25th September 1944 may be reconsidered and sanction of Government accorded to my proposals sent with letter No. 31.14/45 dated 2nd January 1945.

6. The favour of an early reply is requested.

I have the honour to be,
Sir,
Your most obedient servant,

2/3/45

Director of Food Supplies.

gs.2)

M. SUBRAHMANYAN, C.I.E.,
Accountant General (Retd),
&
Special Finance Officer.

PUBLIC OFFICES,
Bangalore,
Dated the 19th April 1945.

D.O. No. 180/547-0
Cur. file.

My dear Raghavendra Rao,

Below, The Minister has said that officials employed in most districts are already drawing salaries of the posts under the Service Regulations but the Comptroller has in his Unofficial Note of the 18th July 1944 (para 17 of notes in G. & R. File A.8-43 of 1943-44) reported that in the case of executive staff of the Ration - Offices and Deputy Commissioners Offices and other - Officers, substantive pay or salary plus 20 % deputation allowance only has been sanctioned and the Comptroller calculated that there will be additional expenditure of Rs 1,66,572/- per annum, if the salary of posts is given. The extra expenditure will probably be more under the expanded establishment with additional rates of Dearness Allowance. Will you kindly look at the file and we can discuss this?

I have not been able these three days to meet you.

Yours sincerely,
Subrahmanyan

Mr. B. S. RAGHAVENDRA RAO, M.A., (Hons.)
Financial Secretary to Government.

FINANCIAL SECRETARIAT.

9

Bangalore, dated 12th May *194* 5

No.

My dear Subrahmanyan,

I went through the papers again and would in this connection invite your attention to para 17 in the collection A. 8-43 in the file, from which it will be seen that the extra cost in the case of staff other than the commandeering staff will be only Rs 850/- per mensem which works out to Rs 10,000/- per annum. The extra cost on account of the commandeering staff would be Rs 13,046/pm I would therefore suggest that we may go half way and say that in respect of all appointments other than the commandeering staff, the ordinary rules of the M.S.R. may be followed and with regard to the ~~entire~~ Commandeering staff or such other temporary staff appointed for short periods, the persons may be treated as on deputation and given the usual deputation allowance.

Yours sincerely,

B Raghavendra Rao

M. Subrahmanyan, Esq., C.I.E.,
Special Finance Officer,
Public Offices,
Bangalore.

D.O. No. 19/SFO. dated 26th May 1945

As desired by the Minister, I have shown the Minister's note of the 16th April 1945 to the Financial Secretary Vide D. O. letters placed in the file. We have also discussed the matter and it is understood that a large part of the District staff are not drawing the salaries of the posts under the Mysore Service Regulations. The note on the file requires modification to this extent. The extra cost by the present proposal will therefore be Rs.13,046/- per mensem. I agree with the Financial Secretary that the ordinary rules of the M.S.R. may be followed in the case of the appointments other than the District staff and that in the case of the District staff, the persons may be treated as on deputation and given deputation allowances.

FOOD
MAY 26 1945
No. 8140

M Venkatasubbaniah
26 May 45

Minister for Food & Civil Supplies

N O T E .

Subject:- Regulating salaries of the subordinate executive and ministerial staff of the Food Department.

Government Order No. SD.8117-20/A.8-43-22 dated, 27-5-1944, it was laid down that the subordinate executive and ministerial staff recruited to the Department of Food Supplies should be granted, on appointment in the Food Department, their substantive pay or salary in their own original departments plus 20% thereof as allowance. On a further representation from the Director of Food Supplies, the afore-mentioned order was slightly revised in G.O.No.C.34-47/A.8-43-27, dated, 25-9-1944, so as to admit of an official so-recruited being allowed, when promoted to a higher post in the Food Supplies Department, to draw in addition to his pay or salary in his original department 20% of the pay of the post to which he is promoted, instead of 20% of his pay in his original department as allowed to him on transfer to the Department.

The Director of Food Supplies in bringing to the notice of the Government certain difficulties experienced in giving effect to the aforementioned orders, suggested in his letter dated 10/11-11-1944 reconsideration of the orders and made the following two alternative proposals:--

(a) that on recruitment to the Food Department every official already in service may be given the pay or salary that he was getting prior to recruitment plus 20% of such pay or salary as deputation allowance. When, due to his merit or capacity, he is promoted to a higher vacancy he may get the pay of the post to which he is promoted.

O r

(b)

p.t.o.

(b) every official immediately on appointment in the Food Department be given in addition to his pay or salary in the original Department a deputation allowance of 20% of such pay or salary which will be the basic pay of the official in the Food Department and on promotion to any vacancy in the department he should be given according to M.S.R. in addition to such basic pay 20% of the pay of the post against which he is appointed and that as regards the officials already in service in the Department prior to 20-7-1944, the basic pay of such officials should be the pay they were actually drawing in the department prior to that date.

The above proposals were, however, modified by the Director in his subsequent letter dated 2-1-1945 in which he desired that the rule about 20% should be relaxed altogether and that the officials recruited to the Department should be allowed to draw the pay of the posts to which they are appointed.*

The Financial Secretary to whom the whole question was referred has, in consultation with the Comptroller and the Special Finance Officer and in concurrence with the suggestion of the latter officer, recommended that the officials of other Departments transferred to the Food Department may be given a deputation allowance of 20% over their pay or salary in their own original departments when no transfer of headquarters is involved and 20% of substantive pay plus 20% of the pay of the acting post, subject to the maximum of the pay of the post, when a tranfer of station is involved. It is proposed to accept this recommendation.

*In further support of this the Director of Food Supplies has made a reference in letter No.C.1-14-44-45 dated the 3rd March 45(Place below Flag: "G")

G. R. S. App. F VI—G 2]

SUBJECT .....

.....

.....

Typed 30/6/45 20 copies

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

the *194* .

Date of issue 30-2-47 .....1941.

Signed by .....M. Ramachandraiah.....

Section A.

File No. 145-44.

Serial No. 4

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read—

G.O. No.SD.8117-20/A8-43-22, dated, the 27th May, 1944, directing, among other things, that the subordinate executive and ministerial staff recruited to the Department of Food Supplies be granted their substantive pay or salary plus 20 per cent of the same as allowance, ~~Uniformly~~.

2. G.O. No.SD.C.34-47/A8-43-27, dated, the 25th Septr., 1944, directing (i) that, as already ordered in the ~~above~~ G.O., all officials appointed to the Food Supplies Department be allowed to draw on such appointment their pay or salary in their original department plus 20 per cent of such pay or salary and (ii) that when they are subsequently promoted to higher appointments in the Food Department, the ~~officials~~ be granted 20 per cent of the pay of the post to which they are promoted, in addition to their pay or salary in their own department, instead of 20 per cent thereof and stating that this Order will not affect the higher rates of pay or salary drawn by the officials already in the Department prior to G.O. dated the 27th May, 1944, read above.

~~Order thereon—No.~~

3. Correspondence ending with letter No.C1-14/44-45, dated, 3-3-45, from the Director of Food Supplies, submitting for consideration certain revised proposals in the matter of fixation of salaries of officials in the Food Department in view of the special nature of work involved.

May this be—

(i) printed ?

(ii) treated as a standing order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the press ?

(vi) published in the Gazette, Kannada Part ?

ORDER NO. S.D. /A.145-44- ,

DATED, BANGALORE, THE ..... 1945.

The Director of Food Supplies has represented that as a result of the restrictions imposed by the Government Orders read above, regarding the salaries admissible to officials recruited to the Food Supply Deptt., the officials of other Departments, both local and moffusil, are reluctant to take up service in the Food Department and that the men already in the Department, in view of the limited scope for promotions, are seeking reversion to their permanent departments and that consequently the strength of the staff in his own office and in the subordinate offices is ~~thinning out and that the work has suffered~~ being detrimental to the efficiency of work. In order, to make service in the Food Department more attractive and to be able to retain the officials in the Deptt. who have gained experience of the work of the Department, he has proposed that the orders read above may be modified so as to allow the officials to draw the pay of the posts to which they are appointed in the Department from time to time.

List of Enclosures

2. In view of the importance and arduousness of the work done by the staff under conditions of great stress and difficulty and in order to secure both uniformity and contentment, Government are pleased to direct that all the officials in the Food Supplies Department

Copied by

Examined by

WD 087—GPB—40,000—14-11-40

G. R. S. App. F. G. 3

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

Retrospective effect
Vide Para 36-38
2 notes in ml file

may be allowed to draw the salaries of the posts according to the M.S.R. This Order, which is in supersession of the previous orders on the subject, may be given effect to from the 1st of July, 1944.

29/6

Secretary to Government,
Development Department.
(Food Supplies)

29/6.

TO

The Director of Food Supplies in Mysore.
" Deputy Commrs. of Districts.
" Chief Rationing Officer, Mysore City.
" Comptroller-through-Finance Dept
Copy to the Auditor & Acctg. Officer, Food Supplies.

KRG.
29.6.45.

WD 0565—GPB—22,500—8-11-38

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS

THE MAHARAJA OF MYSORE

Read:—

Government Order No.SD.8117-20/A.8-43-22, dated, the 27th May, 1944, directing, among other things, that the subordinate executive and ministerial staff recruited to the Department of Food Supplies be granted, uniformly, their substantive pay or salary plus 20 per cent of the same as an allowance,

2. Government Order No.SD.C.34-47/A.8-43-27, dated, the 25th September, 1944, directing (i) that, as already ordered in the G.O. read above, all officials appointed to the Food Supplies Department be allowed to draw on such appointment their pay or salary in their original department plus 20 per cent of such pay or salary and (ii) that when they are subsequently promoted to higher appointments in the Food Department, they be granted 20 per cent of the pay of the post to which they are promoted, in addition to their pay or salary in their own department, instead of 20 per cent thereof and stating that this Order will not affect the higher rates of pay or salary drawn by the officials already in the department prior to the issue of G.O. dated, the 27th May, 1944 read above.

3. Correspondence ending with letter No.C1-14/44-45, dated, 3-3-1945, from the Director of Food Supplies, submitting for consideration certain revised proposals in the matter of the fixation of salaries of officials in the Food Department in view of the special nature of the work involved.

ORDER NO.SD. 8360-72 /A.145-44-4,

DATED, BANGALORE, THE 30 25 JUNE, 1945.

The Director of Food Supplies has represented that as a result of the restrictions imposed by the Government Orders read above, regarding the salaries admissible to officials recruited to the Food Supply Deptt., the officials of other Departments, both local and moffusil, are reluctant to take up service in the Food Department and that the men already in the Department, in view of the limited scope for promotion, are seeking reversion to their permanent departments and that consequently the strength of the staff in his own office and in the subordinate offices is being depleted to the detriment of work. In order, therefore, to make service in the Food Department more attractive and to be able to retain the officials in the Department who have gained experience of the work of the Department, he has proposed that the orders read above may be modified so as to allow the officials to draw the pay of the posts to which they are appointed in the Department from time to time.

2. In view of the importance and arduousness of the work done by the staff under conditions of great stress and difficulty and in order to secure both uniformity and contentment, Government are pleased to direct that all the officials in the Food Supplies Department may be allowed to draw the salaries of the posts according to the M.S.R. This Order, which is in supersession of the previous orders on the subject, may be given effect to from the 1st of July, 1944.

Secretary to Government,
Development Dept.(Fd.Supplies).

TO---The Director of Food Supplies in Mysore.
" Deputy Commissioners of districts.
" Chief Rationing Officer, Mysore City.
" Comptroller through Finance Deptt.

9x2)

Appendix F. G.—1]

SUBJECT Re: fixation of salary of the Inspectress of the Food dept.

Read on 10/7/45
TYPED 10/7/45

Diary No. of letter replied to

Section

File No. A 165-44.

Serial No. 5

No. 197

General and Revenue Secretariat

( )

the 194 .

To.

The D.T.S.

Sir,

Date of issue 10.7.45.

G.

Signed by Dr. C.S. Srinivasan

I am directed to refer to G.O. no Ly. 8 3760-72/A 165-44 dated the 2nd July, 1945 directing that all the officials in the Food Supplies department may be allowed to draw the salaries of the posts according to the M.S.R. with effect from the 1st July, 1944. I am directed to observe that in some cases

List of enclosures

Copied by

Examined by

the Jumps in salaries have
been high. I am to
request you to forward
to me a list of the
appointments and make
necessary readjustments, by
posting more senior men where
horrible and see that a
distinction between their
first and the
pay of the temporary post is
not too wide. A note may
already be taken - this direction
should be strictly adhered to wherever
it is possible

I have et
4/7
Secy to
Govt
4/7/45 Deo
(75

Secy
4/7
Memo -

1. Copy of the foregoing
forwarded for info to the Secy
to Govt.

2. Copy to the Auditor Gen
for info.

4/7

SD. 197 /A.145-44-5. 10th July, 5.

Development Deptt.
(Food Supplies)

The Director of Food Supplies in Mysore,
Bangalore.

r,

Re: fixation of salary of the subordinate staff in the food department.

With reference to G.O. No.SD.8360-72/A.145-44-4, ted, the 2nd July, 1945, directing that all the officials the Food Supplies Department may be allowed to draw the laries of the posts according to the J.S.R. with effect on the 1st July, 1944, I am directed to observe that in e cases the jumps in salaries have been high. I am to quest you to be so good as to examine all such appointments d make necessary readjustments by posting more senior men ere possible and see that the disparity between their bstantive pay and the pay of the temporary posts is not too de. A report of the action taken in this direction may be bmitted to the Government as soon as possible.

I have the honour to be,
Sir,
Your most obedient servant,

(O/c) Secretary to Government,
Development Department.
(Food Supplies)

G.4.